

STARTERS IN SIX MANUFACTURING COMPANIES

BRIEF DESCRIPTION OF STUDY AND CODINGS EMPLOYED

DR J.S. WABE

5. Questionnaire Survey of Leavers and Starters

A questionnaire survey of leavers and starters was seen as an important element in the research. The general objective was to contact workers at the point in time when they had just reached a decision with respect to their situation in the labour market, and to try and ascertain what factors were affecting this decision. Thus we were not concerned with involuntary leavers, but aimed to reach those who, in the previous section, were classified under the heading 'other voluntary leavers'.

End-of-Grant Report (cont'd)

Among starters, we wished to survey only those workers who were completely new to the company or group. That is to say, starters who transferred from associated companies were excluded.

The leavers questionnaire ascertained information on:

- i) Occupation in the employment which was just ending.
- ii) Reason(s) for leaving.
- iii) Whether they have a new job and, if answer is yes, their new occupation and new industry of employment.
- iv) Whether they will earn more in their new job and, if answer is yes, the expected increase in their take home pay.
- v) Details of their new journey to work, whether they will be moving house, and the expected change in the cost of their journey to work.

The starters questionnaire had a parallel series of questions for workers who were in employment prior to starting with their new company. Additional questions related to:

- vi) Previous status, for those who had not transferred from employment.
- vii) Source of information regarding their new job.

The degree of success in giving questionnaires to the appropriate starters and leavers was limited. The procedure for dealing with the questionnaire was fully discussed with the staff of the personnel department during our initial visit to the company. The intention was to incorporate the handing out of the questionnaire into the starting or leaving routine, as this usually involved a visit to the personnel department.¹¹ Unfortunately, the task of handing out the questionnaire (together with a covering letter and a pre-paid envelope) was usually delegated to a junior person within the office. They were obviously not as conscientious as we would have wished and many of the appropriate starters and leavers did not receive a questionnaire.¹² We gradually became aware of this problem as the different studies progressed, and would then contact the personnel manager to discuss what was going wrong. They were always sympathetic, and promised to try and achieve a better level of coverage. This would usually produce an improvement which, unfortunately, was often short-lived.

¹¹ The questionnaires were numbered and a note was made of the person who received each questionnaire. This enabled us to use our existing body of data to gather additional information such as age, sex, length of service with respect to each completed questionnaire.

¹² To be fair, it must be admitted that dealing with the questionnaire was an extra task and probably one which was not easy, especially when confronted with senior people.

End-of-Grant Report (cont'd)

Table 15 . Coverage and Response Rate with Leavers Questionnaire

	A	B	C	D	E	F	All six companies
Total number of leavers	125	122	336	237	232*	82	1134
Other voluntary leavers	44	40	156	87	197	10	534
Number of questionnaires handed out	16	5	32	12	124	8	197
Number of questionnaires returned	9	1	22	6	36	5	79
Coverage (per cent)	36.4	12.5	20.5	13.8	62.9	80.0	36.9
Response rate (per cent)	56.2	20.0	68.7	50.0	29.0	62.5	40.1

*Only covering four months mid-February to mid-June 1980.

Table 17 . Coverage and Response Rate with Starters Questionnaire

	A	B	C	D	E	F	All six companies
Total number of starters	50	70	429	416	242*	6	1213
Transferred from associated companies	5	4	46	118	0	1	174
Non-group starters	45	66	383	298	242	5	1039
Number of questionnaires handed out	25	5	176	229	106	5	546
Number of questionnaires returned	12	3	77	78	43	2	215
Coverage (per cent)	55.6	7.6	46.0	76.8	43.8	100.0	52.6
Response rate (per cent)	48.0	60.0	43.7	34.1	40.6	40.0	39.4

*Only covering four months mid-February to mid-June 1980.

End-of-Grant Report (cont'd)

Table 16 shows, for each company, the total leavers and the number of these who were classified as 'other voluntary leavers'. The coverage rate refers to the number of questionnaires handed out as a percentage of other voluntary leavers. This rate varied widely from a low of 12.5 per cent in Company B to a high of 80.0 per cent in Company F. The average coverage rate across the six companies was 36.9 per cent. Note, however, that Company E only handed out questionnaires during the first four months of the study. This petered out completely towards the end of June 1980, that is when short time working was introduced and the evening shift was stopped. The number of questionnaires returned, that is the response rate, varied between 20.0 per cent and 68.7 per cent, with an average level of 40.1 per cent. Given the type of questionnaire, in particular the number and complexity of the questions, then such a response rate can be considered satisfactory.

A similar problem regarding coverage occurred with the starters questionnaire, see Table 17. The questionnaire was not designed for those workers who transferred from an associated company and the number in this category is subtracted from the total number of starters to give what have been called 'non-group starters'. The coverage rate, that is the number of questionnaires handed out as a percentage of non-group starters averaged 52.6 per cent; this being considerably higher than that achieved for leavers. The least satisfactory coverage rate was again in Company B. The response rate for the starters questionnaire was 39.4 per cent, almost identical to that recorded with the leavers questionnaire.

A full analysis of the questionnaires has still to be completed. When this has been achieved, then the information from the questionnaires will be made available to the SSRC Survey Archive.

MOBILITY SURVEY STARTERS

Number on Questionnaire	Columns	Variable	Variable Label	Value Labels
	1-3	Listing	Questionnaire No.	Reference No.
	5	Company	Name of Company	1 Company A 2 Company B 3 Company C 4 Company D 5 Company E 6 Company F
	7	Typquest.	Type of Questionnaire	1 Weekly Paid 2 Monthly Paid
*	9	Sex	Sex	1 Male 2 Female
1	11-12	Occ.	Occupation in Company	1 Managers 2 Prof. & Related 3 Scient. & Engineers 4 Technicians 5 Office Workers 6 Other Non Manual 7 Foremen 8 Craftsmen 9 Non Craft Production 10 Other Manual
*	14	Age	Age	0 No Response 1 Under 21 2 21-25 3 26-30 4 31-35 5 36-40 6 41-45 7 46-50 8 51-55 9 56 upwards
2	16	Prevemp.	Previously Employed	0 No Response 1 Yes 2 No
3	18-19	Prevocc	Occupation With Last Employer	0 No Response 1 Managers 2 Prof. & Related 3 Scient & Related 4 Technicians 5 Office Workers 6 Other Non Manual 7 Foremen 8 Craftsmen 9 Non Craft Production 10 Other Manual 11 Non Mfg Ssk. Manual 12 Non Mfg Unsk Manual 13 Self Employed

Number on Questionnaire	Columns	Variable	Variable Label	Value Labels
3	21-22	Prevind.	Industry of Last Employment	0 No Response 1 Agric. etc. 2 Mining etc. 3 Food etc. 4 Coal & Petrol etc. 5 Chemicals & Rubber 6 Metals etc. 7 Mech. Eng. 8 Instrument Eng. 9 Elec. Eng. 10 Shipbuilding etc. 11 Vehicles & Aircraft 12 Other Metal Goods 13 Leather & Textiles 14 H.M. Forces 15 Clothing & Footwear 16 Bricks etc. 17 Timber etc. 18 Paper etc. 19 Other Mfg 20 Construct. 21 Utilities 22 Transport etc. 23 Distrib. Trades 24 Insurance etc. 25 Prof. Scient. Serv. 26 Entertain. & Catering 27 Government
7	24	Prnoemp.	Previous Non Employment	0 No Response 1 Unemployed 2 Full Time Study 3 Housewife
4	26-27	Reas. 1	First Reason For Leaving	0 No Response 3 Pay Increase 4 Conditions 5 Prospects 6 Promotion 7 Job Satisfaction 8 Shifts 9 Travel 10 Moving 11 Domestic 13 I.R. 14 Work Relationships 15 Insecurity 16 Emigration 18 Dismissal 20 Redundancy 24 Vol. Redundancy 25 Out of Forces 26 Short Time Work

Number on Questionnaire	Columns	Variable	Variable Label	Value Labels
4	29-30	Reas 2	Second Reason for Leaving	
4	32-33	Reas. 3	Third Reason for Leaving	
4	35-36	Reas 4	Fourth Reason for Leaving	
4	38-39	Reas 5	Fifth Reason for Leaving	As Reas. 1
4	41-42	Reas. 6	Sixth Reason for Leaving	
4	44-45	Reas. 7	Seventh Reason for Leaving	
5	47	Earnmore	Whether Earning More In New Job	0 No Response 1 Yes 2 No
5	49	Earnup	Increase in Earnings	0 No Response 1 £0-4 per week 2 £5-9 per week 3 £10-14 per week 4 £15-19 per week 5 £20-26 per week 6 £27+ per week
6a	51	County	Change of County	0 No Response 1 No Change 2 Change
6b	53	House	Change of House	0 No Response 1 Moved House 2 Not Moved House
6b	55	Dist.	Distance Moved	0 No Response 1 0-9 Miles 2 10-19 Miles 3 20-49 Miles 4 50+ Miles
6c	57	Travmore	Change in Journey To Work	0 No Response 1 Longer 2 Shorter
6c	59-60	Travup	Change in Length of Journey	0 No Response 1 0-2 Miles Longer 2 3-5 Miles Longer 3 6-9 Miles Longer 4 10-19 Miles Longer 5 20+ Miles Longer 6 0-2 Miles Shorter 7 3-5 Miles Shorter 8 6-9 Miles Shorter 9 10-19 Miles Shorter 10 20+ Miles Shorter
6d	62	Costmore	Whether Journey Costs More	0 No Response 1 Higher 2 Lower

Number on Questionnaire	Columns	Variable	Variable Label	Value Labels
6d	64	Costup	Change in Travel Cost	0 No Response 1 £0-1 More 2 £2-3 More 3 £4-6 More 4 £7+ More 5 £0-1 Lower 6 £2-3 Lower 7 £4-6 Lower 8 £7+ Lower
7	66-67	Jobinfo.	Source of Job Information	0 No Response 1 Personal Contact 2 Casual Approach 3 Notice at Gate 4 Previous Employer 5 Direct Approach 6 Agency 7 School etc. 8 Skill Centre 9 Other Training Centre 10 Job Centre 11 T.U. Paper 12 Trade Journal 13 Local Ad. 14 National Ad.

* Information on Sex and Age was derived from the Company.

Questions 9 (Job History/Mobility) and 10 (Education/Qualifications) on the blue questionnaire (monthly paid) have not been coded.

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1) OCCUPATION Please enter here your occupation at

2) PREVIOUS EMPLOYMENT Were you in employment prior to taking up your job with ?

Yes	
No	

If you have answered yes, answer questions 3-6 and 8-11

If you have answered no, go on to answer questions 7-11

3) LAST EMPLOYER Please specify your occupation with your last employer

And the industry you were employed in (tick one)

Mechanical engineering	
Instrument engineering	
Electrical engineering	
Shipbuilding & marine engineering	
Vehicle manufacture	
Aircraft manufacture	
Metal manufacture (e g iron, steel, aluminium etc)	
Other metal goods (e g tools, cutlery, metal boxes etc)	
Chemicals	
Rubber	
Coke & petroleum products	
Textiles	
Clothing & footwear	
Bricks, pottery, glass, cement etc	
Timber, furniture etc	
Food, drink & tobacco	
Paper, printing & publishing	
Building/construction	
Gas, electricity, water	
Transport & communications (incl post)	
Distributive trades	
Mining, quarrying	
Agriculture, forestry, fishing	
Insurance, banking, finance, business services	
Education, professional, scientific	
Entertainment, music etc	
Hotel & catering	
Local government	
Central government (incl civilian work for M O D)	
Police/security	
H M Forces	
Other (please specify)	

- 4) REASON FOR LEAVING Please tick against the following list to indicate your reason(s) for leaving your last employment
Tick more than one if appropriate

2

To increase pay	
Bad working conditions	
To improve long term career prospects	
Boredom/lack of job satisfaction	
Shift working/unsocial hours	
Inconvenient journey to work	
Moving house/leaving district	
Domestic (e g marriage)	
Industrial relations	
Personal relationships at work	
No future/insecurity	
Promotion	
Dismissal	
Redundancy	
Emigration	
Other (please specify)	

- 5) EARNINGS Will you now earn more than when you were working for your last employer?

Yes	
No	

If yes, will your take home pay be

£0-19 per month more?	
£20-39 per month more?	
£40-64 per month more?	
£65-89 per month more?	
£90-114 per month more?	
£115+ per month more?	

6) TRAVEL

- (a) Was your last employment in the county of ?

Yes	
No	

If no, what was the old county?

- (b) Have you moved house to take up your current employment?

Yes	
No	

If yes, how far have you moved?

0-9 miles	
10-19 miles	
20-49 miles	
50+ miles	

- (c) Is your journey to work now longer or shorter than when you were working for your last employer?

Longer		How much longer?	0-2 miles	
			3-5 miles	
			6-9 miles	
			10-19 miles	
			20+ miles	
Shorter		How much shorter?	0-2 miles	
			3-5 miles	
			6-9 miles	
			10-19 miles	
			20+ miles	

- (d) Are the costs of your journey to work higher or lower than when you were working for your last employer?

Higher		How much higher?	£0-1 per week	
			£2-3 per week	
			£4-6 per week	
			£7+ per week	
Lower		How much lower?	£0-1 per week	
			£2-3 per week	
			£4-6 per week	
			£7+ per week	

Go on to question 8

- 7) PREVIOUS NON-EMPLOYMENT Prior to taking up your job
with were you

Unemployed?	
In full time study/training?	
A housewife?	
None of these Please specify	

8) JOB INFORMATION How did you first hear of your current
job at ? (tick one)

4

Personal contact (relatives/friends)	
Casual approach to company	
Notice at factory gate	
Told of vacancy by previous employer	
Direct approach from firm	
Private employment service/agency	
Through place of education (school/college etc)	
Through government Skillcentre	
Through other training centre	
Government Employment Office/Jobcentre	
Trade Union paper/journal	
Trade/professional journal	
Advertisement in local press	
Advertisement in national press	
Other (please specify)	

9) JOB HISTORY/MOBILITY Please give the following information
about your employment on 1st January 1975

OCCUPATION

INDUSTRY (if possible use the categories in question 3)

COUNTY (give the county where the job was located)

Please complete the table below, indicating changes of employment since 1st Jan 1975 (Include periods of unemployment or full-time education)

APPROX DATES from to	OCCUPATION	INDUSTRY	COUNTY

Continue on final page if necessary

- 10) EDUCATION/QUALIFICATIONS Please indicate below your educational level and qualifications (indicate more than one if appropriate)

<u>Higher Degree</u> (specify degree and subject)	
<u>First Degree - honours</u> (specify degree and subject)	
<u>Other Degrees</u> (specify degree and subject)	
<u>Diploma of Technology</u>	
<u>Professional Qualifications</u> - if a member of professional institution(s), state institution(s) and class of membership	
<u>City & Guilds</u>	
Full Technological Certificate	
Final Technicians Certificate	
Intermediate Technicians Certificate	
Other specify	
<u>Trade apprenticeship completed</u>	
<u>Higher National Diploma (HND)</u>	
<u>Higher National Certificate (HNC)</u>	
<u>GCE 'A' level/Higher School Certificate</u> (state number of subjects passed)	
<u>Ordinary National Diploma (OND)</u>	
<u>Ordinary National Certificate (ONC)</u>	
<u>GCE 'O' level/School Certificate</u> (state number of subjects passed)	
<u>CSE</u> (state number of subjects passed)	
<u>RSA</u> (specify)	
<u>Other Qualifications/Certificates Obtained</u> (specify)	

Please turn over

- 11) COMMENTS Please add any comments you may have about your change of employment, and the reasons for it

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UNIVERSITY OF BATH

Mobility Survey

1) OCCUPATION Please enter here your occupation at

2) PREVIOUS EMPLOYMENT Were you in employment prior to taking up your job with ?

Yes	
No	

If you have answered yes, answer questions 3, 4, 5, 6, 8 and 9

If you have answered no, go on to answer questions 7, 8 and 9

3) LAST EMPLOYER Please specify your occupation with your last employer

And the industry you were employed in (tick one)

Mechanical engineering	
Instrument engineering	
Electrical engineering	
Shipbuilding & marine engineering	
Vehicle manufacture	
Aircraft manufacture	
Metal manufacture (e g iron, steel, aluminium etc)	
Other metal goods (e g tools, cutlery, metal boxes etc)	
Chemicals	
Rubber	
Coke & petroleum products	
Textiles	
Clothing & footwear	
Bricks, pottery, glass, cement etc	
Timber, furniture etc	
Food, drink & tobacco	
Paper, printing & publishing	
Building/construction	
Gas, electricity, water	
Transport & communications (incl post)	
Distributive trades	
Mining, quarrying	
Agriculture, forestry, fishing	
Insurance, banking, finance, business services	
Education, professional, scientific	
Entertainment, music etc	
Hotel & catering	
Local government	
Central government (incl civilian work for M O D)	
Police/security	
H M Forces	
Other (please specify)	

- 4) REASON FOR LEAVING Please tick against the following list to indicate your reason(s) for leaving your last employment
Tick more than one if appropriate

To increase pay	☐
Bad working conditions	☐
Poor prospects for advancement	☐
Boredom/lack of job satisfaction	☐
Shift working/unsocial hours	☐
Inconvenient journey to work	☐
Moving house/leaving district	☐
Domestic (e g marriage)	☐
Industrial relations	☐
Personal relationships at work	☐
No future/insecurity	☐
Promotion	☐
Dismissal	☐
Redundancy	☐
Emigration	☐
Other (please specify)	

- 5) EARNINGS Will you now earn more than when you were working for your last employer?

Yes	☐
No	☐

If yes, will your take home pay be

£0-4 per week more?	☐
£5-9 per week more?	☐
£10-14 per week more?	☐
£15-19 per week more?	☐
£20+ per week more?	☐

6) TRAVEL

- (a) Was your last employment in the county of

Yes	☐
No	☐

?

If no, what was the old county?

- (b) Have you moved house to take up your current employment?

Yes	☐
No	☐

If yes, how far have you moved?

0-9 miles	☐
10-19 miles	☐
20-49 miles	☐
50+ miles	☐

(c) Is your journey to work now longer or shorter than when you were working for your last employer?

Longer		How much longer?	0-2 miles	
			3-5 miles	
			6-9 miles	
			10-19 miles	
			20+ miles	
Shorter		How much shorter?	0-2 miles	
			3-5 miles	
			6-9 miles	
			10-19 miles	
			20+ miles	

(d) Are the costs of your journey to work higher or lower than when you were working for your last employer?

Higher		How much higher?	£0-1 per week	
			£2-3 per week	
			£4-6 per week	
			£7+ per week	
Lower		How much lower?	£0-1 per week	
			£2-3 per week	
			£4-6 per week	
			£7+ per week	

Go on to question 8

7) PREVIOUS NON-EMPLOYMENT Prior to taking up your job
with were you

Unemployed?	
In full time study/training?	
A housewife?	
None of these Please specify	

Please turn over

CARD/COLUMN	VAR No	TITLE	CODES	MARGINALS
1/1-3		Questionnaire Number	3 digit code	
1/4		Unused	Unused	
1/5	1	Name of Company	1 Company A 2 Company B 3 Company C 4 Company D 5 Company E 6 Company F	12 3 77 78 43 2
1/6		Unused	Unused	
1/7	2	Type of questionnaire	1 Weekly paid 2 Monthly paid	163 52
1/8		Unused	Unused	
1/9	3	Sex	1 Male 2 Female	123 92
1/10		Unused	Unused	
1/11-12	4	Occupation in Company	1 Managers 2 Professional and related 3 Scientific and Engineers 4 Technicians 5 Office workers 6 Other non-manual 7 Foremen 8 Craftsmen 9 Non craft production 10 Other manual	- 19 5 33 60 4 - 33 44 17

CARD/COLUMN	VAR No	TITLE	CODES	MARGINALS
1/13		Unused	Unused	
1/14	5	Age	1 Under 21 2 21-25 3 26-30 4 31-35 5 36-40 6 41-45 7 46-50 8 51-55 9 56 upwards 0 No response	65 42 24 25 24 13 5 13 4 -
1/15		Unused	Unused	
1/16	6	Were you in employment prior to taking up your job with	1 Yes 2 No 0 No response	146 68 1
1/17		Unused	Unused	
1/18-19	7	What was your occupation with your previous employer	1 Managers 2 Professional and related 3 Scientific and related 4 Technicians 5 Office workers 6 Other non-manual 7 Foremen 8 Craftsmen 9 Non craft production 10 Other manual 11 Non manufacturing semi-skilled manual 12 Non manufacturing unskilled manual 13 Self employed 0 No response	3 11 4 22 31 2 3 25 16 10 6 9 2 71

CARD/COLUMN	VAR No	TITLE	CODES	MARGINALS
1/20		Unused	Unused	
1/21-22	8	... And the industry you were employed in	1 Agriculture etc 2 Mining etc 3 Food etc 4 Coal and petrol etc 5 Chemicals and rubber 6 Metals etc 7 Mechanical engineer 8 Instrument engineer 9 Electrical engineer 10 Shipbuilding etc 11 Vehicles and aircraft 12 Other metal goods 13 Leather and textiles 14 H.M. Forces 15 Clothing and footwear 16 Bricks etc 17 Timber etc 18 Paper etc 19 Other manufacturing 20 Construction 21 Utilities 22 Transport etc 23 Distribution Trades 24 Insurance etc 25 Professional, Scientific Services 26 Entertainment and catering 27 Government 0 No response	1 - 3 - 12 4 32 7 6 2 17 - 4 6 3 1 2 3 - 6 - 7 6 4 10 6 3 70
1/23		Unused	Unused	
1/24	9	Previous non employment	1 Unemployed 2 Full time study 3 Housewife 0 No response	21 43 5 146

CARD/COLUMN	VAR No	TITLE	CODES	MARGINALS
1/25		Unused	Unused	
1/26-45	10-16	What was (were) the reason(s) for leaving your last employment		
1/26-27	10	1st reason for leaving	3 Pay increase 4 Conditions 5 Prospects 6 Promotion 7 Job satisfaction 8 Shifts 9 Travel 10 Moving 11 Domestic 13 I.R. 14 Work relationships 15 Insecurity 16 Emigration 18 Dismissal 20 Redundancy 24 Voluntary redundancy 26 Short time work 0 No response	47 6 15 1 9 4 2 6 4 - 1 2 2 - 32 6 2 71
1/28		Unused	Unused	
1/29-30	11	2nd reason for leaving	3 Pay increase 4 Conditions 5 Prospects 6 Promotion 7 Job satisfaction 8 Shifts 9 Travel 10 Moving 11 Domestic 13 I.R. 14 Work relationships 15 Insecurity 16 Emigration 18 Dismissal 20 Redundancy 24 Voluntary redundancy 25 Out of forces 26 Short time work 0 No response	- 11 22 1 15 5 2 3 3 - 2 8 - - 2 - - - 141

CARD/COLUMN	VAR No	TITLE	CODES	MARGINALS
1/31		Unused	Unused	
1/32-33	12	3rd reason for leaving	3 Pay increase 4 Conditions 5 Prospects 6 Promotion 7 Job satisfaction 8 Shifts 9 Travel 10 Moving 11 Domestic 13 I.R. 14 Work relationships 15 Insecurity 16 Emigration 18 Dismissal 20 Redundancy 24 Voluntary redundancy 25 Out of forces 26 Short time work 0 No response	- 1 10 2 9 3 5 1 1 2 2 5 - - 1 - - 173
1/34		Unused	Unused	
1/35-36	13	4th reason for leaving	3 Pay increase 4 Conditions 5 Prospects 6 Promotion 7 Job satisfaction 8 Shifts 9 Travel 10 Moving 11 Domestic 13 I.R. 14 Work relationships 15 Insecurity 16 Emigration 18 Dismissal 20 Redundancy 24 Voluntary redundancy 25 Out of forces 26 Short time work 0 No response	- - 1 1 5 - 4 1 - 1 2 9 - - - - - 191

CARD/COLUMN	VAR No	TITLE	CODES	MARGINALS
1/37		Unused	Unused	
1/38-39	14	5th reason for leaving	3 Pay increase 4 Conditions 5 Prospects 6 Promotion 7 Job satisfaction 8 Shifts 9 Travel 10 Moving 11 Domestic 13 I.R. 14 Work relationships 15 Insecurity 16 Emigration 18 Dismissal 20 Redundancy 24 Voluntary redundancy 25 Out of forces 26 Short time work 0 No response	- - - 3 1 1 1 - - 1 1 4 - - - - - - 203
1/40		Unused	Unused	
1/41-42	15	6th reason for leaving	3 Pay increase 4 Conditions 5 Prospects 6 Promotion 7 Job satisfaction 8 Shifts 9 Travel 10 Moving 11 Domestic 13 I.R. 14 Work relationships 15 Insecurity 16 Emigration 18 Dismissal 20 Redundancy 24 Voluntary redundancy 25 Out of forces 26 Short time work 0 No response	- - 1 - - - - - - - - 1 3 - - - - - - 210
1/43		Unused	Unused	

CARD/COLUMN	VAR No	TITLE	CODES	MARGINALS
1/44-45	16	7th reason for leaving	3 Pay increase 4 Conditions 5 Prospects 6 Promotion 7 Job satisfaction 8 Shifts 9 Travel 10 Moving 11 Domestic 13 I.R. 14 Work relationships 15 Insecurity 16 Emigration 18 Dismissal 20 Redundancy 24 Voluntary redundancy 25 Out of forces 26 Short time work 0 No response	- - - 1 - - - - - - - - 1 - - - - - - 213
1/46		Unused	Unused	
1/47	17	Will you earn more than when you were working for your last employer	1 Yes 2 No 0 No response	95 47 73
1/48		Unused	Unused	
1/49	18	If yes, will your earning increase by ..	1 £0-4 per week 2 £5-9 per week 3 £10-14 per week 4 £15-19 per week 5 £20-26 per week 6 £27+ per week 0 No response	10 26 24 8 16 10 121
1/50		Unused	Unused	

CARD/COLUMN	VAR No	TITLE	CODES	MARGINALS
1/51	19	Have you had to change counties	1 No change 2 Change 0 No response	103 42 70
1/52		Unused	Unused	
1/53	20	Have you moved house to take up your current employment	1 Moved house 2 Not moved house 0 No response	37 108 70
1/54		Unused	Unused	
1/55	21	How far have you moved	1 0-9 miles 2 10-19 miles 3 20-49 miles 4 50+ miles 0 No response	- - 3 34 178
1/56		Unused	Unused	
1/57	22	Is your journey to work shorter or longer	1 Longer 2 Shorter 0 No response	86 51 78
1/58		Unused	Unused	
1/59-60	23	What is the change in length of journey	1 0-2 miles longer 2 3-5 miles longer 3 6-9 miles longer 4 10-19 miles longer 5 20+ miles longer 6 0-2 miles shorter 7 3-5 miles shorter	25 31 11 12 7 23 11

CARD/COLUMN	VAR No	TITLE	CODES	MARGINALS
1/59-60	23	Continued	8 6-9 miles shorter 9 10-19 miles shorter 10 20+ miles shorter 0 No response	8 5 4 78
1/61		Unused	Unused	
1/62	24	Are the costs of your journeys to work higher or lower than when you were working for your last employer	1 Higher 2 Lower 0 No response	83 54 78
1/63		Unused	Unused	
1/64	25	What is the change in the cost of your journey	1 £0-1 more 2 £2-3 more 3 £4-6 more 4 £7+ more 5 £0-1 lower 6 £2-3 lower 7 £4-6 lower 8 £7+ lower 0 No response	28 30 18 7 23 18 6 7 78
1/65		Unused	Unused	
1/66-67	26	How did you first hear of your current job	1 Personal contact 2 Casual approach 3 Notice at gate 4 Previous employer 5 Direct approach 6 Agency 7 School etc 8 Skill centre 9 Other training centre	77 48 1 5 9 8 111 1 -

CARD/COLUMN	VAR No	TITLE	CODES	MARGINALS
1/66-67	26	Continued	10 Job centre 11 T.U. paper 12 Trade journal 13 Local advertisement 14 National advertisement 0 No response	16 2 4 22 7 4
1/68-80		Unused	Unused	